

Responsible Business Strategy 2023 Progress Report Summary

Building a responsible future.

Introduction from Amy

We are two years into delivering our Responsible Business Strategy and I am pleased to share the progress we made in 2023.

Last year was challenging for many in our communities as international conflicts, economic pressures, and the ongoing climate crisis created a sustained sense of pressure. Whilst these circumstances have posed many challenges for businesses to navigate, they have also served as a reminder of the important role we play in providing support and stability for our people and partners.

I am really proud of how Henry Boot continues to adapt to meet these challenges. Throughout 2023, we introduced a new Health and Wellbeing Strategy and supported our people to feel empowered to enjoy positive wellbeing. We further improved our gender diversity, introduced new employee networks, and provided extensive support for our community and charity partners. We continued to make good progress in reducing our carbon footprint and tackle the challenges of the climate crisis, whilst supporting our supply chain through challenging market conditions.

Whilst this is great progress, there is still much work to do for us to achieve our responsible business aspirations. I am, however, confident in our ability to move forward with purpose. We have brilliant, talented, and passionate people who will work with our partners to create genuine impact for our communities and the environment. I am excited to see the positive difference we will make together over the years ahead!



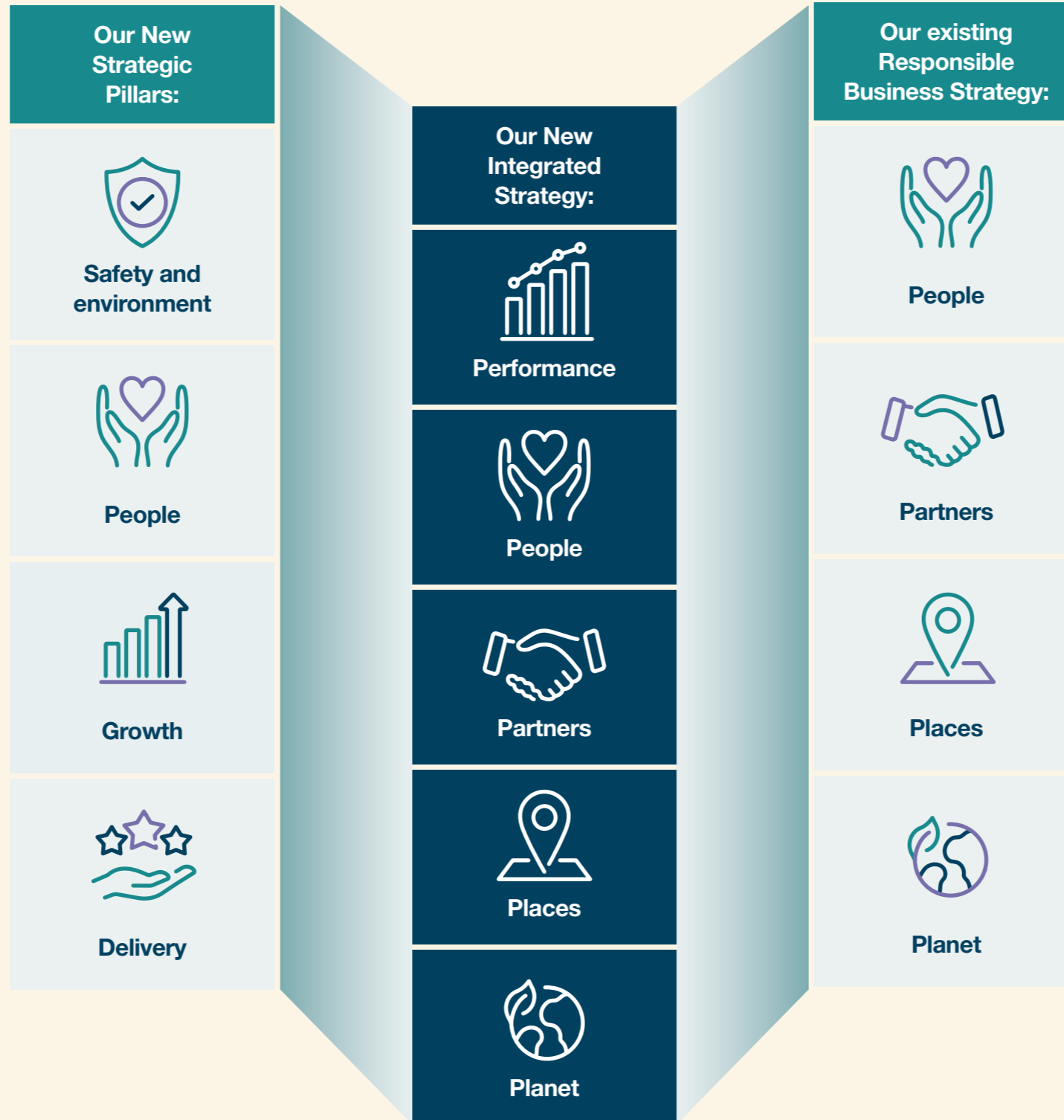
A handwritten signature in black ink that reads "Amy Stanbridge". The signature is written in a cursive, flowing style.

Amy Stanbridge

General Counsel, Company Secretary and Executive Lead for Responsible Business

Strategy Structure

In 2023, we evolved our strategic framework to integrate our commercial and responsible business objectives. Our ongoing performance as a Group now incorporates both commercial performance, and the support and investment we make into our people, places, planet and partners.







The UN Sustainable Development Goals pictured best align with our corporate purpose and are where we can most positively impact.



Our Key Responsible Business Achievements

We are proud to have achieved the following in 2023:

Our People		Our Places	
 <p>Launched our new Health and Wellbeing Strategy</p>	 <p>Trained nearly 50 of our people as Mental Health First Aiders</p>	 <p>Over £230,000 contributed to charitable and community causes</p>	 <p>Over 30 entry level employment opportunities and work experience placements offered</p>
 <p>Increased our female representation to 28%</p>	 <p>Established 3 new employee networks</p>	 <p>Over 2,000 learners engaged throughout the year</p>	 <p>Over 3,000 volunteering hours contributed to good causes</p>

“Our success as a business can only be achieved because of our people and the relationships they create and manage.”

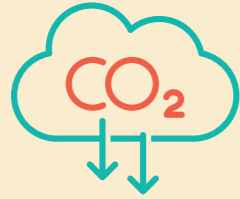
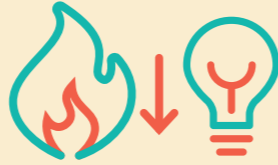


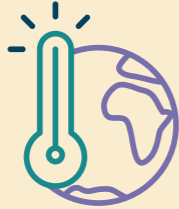



Rachel White, HR Director and Executive Sponsor for People

“Now, more than ever, Henry Boot is committed to having a positive, responsible, sustainable effect on the places it creates and the communities it helps to build.”

Peter Mawson, (Non-Executive Director and Group Chair) and Executive Sponsor for Places

Our Key Responsible Business Achievements

We are proud to have achieved the following in 2023 (continued):

Our Planet		Our Partners	
 <p>Further reduced our direct GHG emissions – our 2023 GHG emissions were 14% lower than our 2019 baseline</p>	 <p>Reduced gas usage by 39% and electricity usage by 23% (From our 2019 baseline)</p>	 <p>Became a founding member of the BITC EDI Yorkshire and Humber network</p>	 <p>Collaborated with our supply chain to deliver careers guidance and education for learners</p>
 <p>Collaborated with the UK Green Building Council and Yorkshire Climate Action Coalition on climate change adaptation</p>	 <p>HGV fleet fully EURO6 compliant</p>	 <p>Collaborated with our supply chain to deliver significant pro-bono projects for communities</p>	 <p>Hosted supply chain engagement events</p>

“Together we can make changes, and Henry Boot and everyone who works here can play their part in creating a more sustainable planet.”

Tim Roberts, CEO and Executive Sponsor for Planet

“In today’s interconnected world, success is rarely achieved in isolation, and I see working with our partners as an opportunity to foster meaningful relationships which can amplify our collective impact, driving positive change across our industry and communities.”

Darren Littlewood, Chief Financial Officer and Executive Sponsor for Partners

Case Studies

Mental Health Campaign



Throughout May 2023, we ran a new Mental Health campaign that saw us regularly engage our people with expert speaker sessions (including sessions with Place2Be, the Lighthouse and the Helpful Coach), share resources and employee case studies.

Our employee video featuring five of our people sharing their own stories was a powerful mechanism to open up the conversation about mental health.

To watch the video [please click here](#).

“Talk to people. Because talking to people doesn’t make you weak. It makes you better.”

Brian White, Banner Plant

Bole Hill Nursery



Henry Boot Construction worked on the new Pounds Park development as part of Sheffield’s Heart of the City scheme. We partnered with our supply chain to fund and install a brand-new play area for Bole Hill Nursery in Walkley, Sheffield. The social value project, which didn’t cost the nursery anything, was dedicated to a boy called James, who attended Bole Hill Nursery and sadly passed away in 2022 at the age of one.

To find out more [please click here](#).

“As a Yorkshire-based business, we are always looking for new ways to give back to the local communities in which we work. Bole Hill Nursery was a perfect example of this. We couldn’t have managed it without the help of our trusted local partners though – it really was a real team effort.”

Tony Shaw, Managing Director Henry Boot Construction

Case Studies

Supported Insight Scheme – April-May 2023

We worked in partnership with Ashgate Croft (a secondary SEND school in Chesterfield) and Direct Education Business Partnerships (DEBP) to offer four students with a placement over six weeks. The students visited our Dronfield office each week to learn all about the construction industry and the broad range of careers available. They met with lots of our colleagues to hear about their jobs and even co-created a video about their placement. It was a rewarding and enriching experience to work with the students and give them insight into our business. One of the group even came back to join us for a long-term work placement in our IT team.



“The Henry Boot team have put together a brilliant schedule of experiential learning opportunities that not only met the brief of our programme, but that offers young people with additional needs the chance to learn about the world of work. Henry Boot are a pleasure to work with, they are collaborative, flexible and accommodating.”

Sarah Cutler, DEBP

Relocation to Isaacs Head Office

In November 2023, we relocated our head office to the Isaacs Building in Sheffield city centre. We have taken 12,800 sq ft of space across the top three floors, providing our team and partners with a more contemporary, sustainable, and flexible workspace.

One of the key drivers behind the relocation, was to support our responsible business commitments to decarbonise and better support our people’s health and wellbeing.

The seven-storey Isaacs Building has been developed with sustainability at its core, achieving a BREEAM ‘Very Good’ rating. To further enhance the building’s energy efficiency, it has been connected to Sheffield’s District Energy Network, providing low-cost, sustainable energy. The space will deliver an estimated 79% reduction in direct GHG emissions compared to our former HQ at Banner Cross Hall.

Our people will benefit from the building’s wellbeing-focused approach, with collaboration zones, breakfast bars, cycle storage, changing facilities, shower rooms and surrounding complementary retail and leisure facilities in the city centre.

The new city centre location also takes us back to our roots, bringing us closer to our original headquarters on Moore Street.



“Since moving into Isaacs Building, we have been able to work more effectively in a space which is designed to help encourage collaborative and cross business working whilst providing a more comfortable and sustainable working environment for the business. The new space has allowed for new ways of working to be introduced to the business such as the Fitness Truck sessions, well-being workshops and yoga classes being hosted in the event space.”

Becky Gill, (Project Manager, HBD)

Achieving Success



Our Responsible Business Strategy aims to showcase our authentic commitment to creating value for our people, places, planet and partners. We look forward to rolling up our sleeves and working hard to deliver against the ambitious and progressive targets we have set ourselves.

Demonstrating our commitment regularly will be essential, so that we showcase our successes and the challenges we have overcome. We will report on our progress annually to ensure that we hold ourselves accountable and will share our experiences transparently so that all our stakeholders can understand our approach and the measures we are taking to ensure ongoing success.

We will collaborate with our people and partners with passion and ingenuity to create long-lasting and genuine value and impact for all the people we work with and the places we work in.

We look forward to sharing our progress with you.

To find out more about Henry Boot's 2023 responsible business performance, please find the full version of this report by [clicking here](#).

“I am delighted to see a public declaration from the company I love and am proud to work for, to things I am passionate about, I can’t wait to see where our journey takes us.”

Rachel White, Henry Boot PLC

Henry Boot
GROUP OF COMPANIES



Find out more

For more information about the Henry Boot Responsible Business Strategy, please contact our Responsible Business Manager.

Jack Kidder

jkidder@henryboot.co.uk

www.henryboot.co.uk

Registered address – Henry Boot PLC
4 Charles Street, Sheffield S1 2HS